

EMPLOYEE WORK TARGETS (SKP) INFORMATION SYSTEM AND WEB-BASED EMPLOYEE PERFORMANCE ASSESSMENT DESIGN

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Abstract

Determined in the SKP Employee Work Targets are what will be provided by a single employee of a Civil State. Employee targets contain job duties activities and targets that must be completed in sufficient and flexible time (PP 46, 2011). PERKA BKN No. 01 TAHUN 2013 and PP No. 46 TAHUN 2011 are the basic documents for employee work targets. The only thing the most important thing to understand about the work a caregiver is doing at any given time is the job title.

At Surabaya State University, employee performance assessments are mainly carried out through semi-manual procedures or by manually entering data into a predetermined format.

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I. Introduction

The progress of science and technology, especially information technology which is increasingly rampant in all industries, can no longer be stopped. Technology Apart from that, information technology also allows information to be accessed in real time without being limited by space and time. Information is a tool for streamlining, managing, and advancing work. Apart from that, information technology also allows access to information in real time regardless of place or time.

The progress of the development of information technology has reached the level of

necessity, where employees and administrative staff are also motivated to advance and use it. Civil servant development is based on Law no. 43 of 1999 as an amendment to Law no. 8 of 1974 based on a combination of a career system and a work performance system with an emphasis on the work performance system. The development of civil servants in rank and position is based on work performance, which is outlined in the Job Implementation Assessment List (DP-3).

Civil servant development is based on Law no. 43 of 1999 which is a revision of Law no. 8 of 1974 which is based on the integration of the employment system and the work performance system with the point weight of the work performance system. Civil servant development in the form of rank and position is based on the employee's salary, as stated in the Job Implementation Assessment List (DP-3).

In fact, to this day, the process of assessing the implementation of civil servant work tends to be trapped in a formality process. DP3-PNS has lost its substantive meaning and meaning, it is not directly related to what PNS has done. DP3- Civil servants substantively do not reflect as an assessment and measurement how much productivity and contribution civil servants have to the organization. The big win is the success and/or failure of civil servants in carrying out their work duties. Job performance assessment is a series of performance management processes that begin with the preparation of work performance planning in the form of a civil servant recruitment process in a holding pattern.

still in the process of formalities. DP3- Civil Servant lacks substance and art, not directly relevant to what civil servants have done. DP3-PNS does not represent itself credibly as such.

assessment and measurement of a wide range of productivity as well as the impact of civil servants on organizations. Seawise major success and / or deviations of civil servants in completing their work tasks.

Job performance appraisal is a specific process. Management of the workforce that starts from planning work desires in the form of perfecting the setting of benchmarks, Employee Work Targets (SKP), which cover aspects of quantity, quality, time and cost of each position task activity. The SKP assessment is carried out by comparing work realization with the targets that have been set.

focusing on standards for quality, quantity, time, and cost of each task is important. Assessment of SKP Implementation is carried out by comparing two realities. collaborate on predetermined goals.

To provide recommendations for improvement and record the results of the assessment, it is necessary to analyze how the employee's work is carried out. To achieve objectivity in measuring work performance, concrete and accurate work result measurement parameters are used that reflect the mission, vision and goals of the organization.

II. Literature Review

Civil servants are required to prepare Employee Work Targets (SKP) as a basis for

assessing work performance in accordance with Government Regulation Number 46/2011 concerning Civil Servant Work Performance Evaluation and BKN Regulation Number 1/2013 concerning Implementation Provisions of Government Regulation Number 46 of 2011 concerning Civil Servant Work Performance Assessment. The aim is to ensure the objectivity of civil servant development which is carried out in accordance with the work performance system. Meanwhile, Employee Performance Targets (SKP) are performance plans and targets that employees must fulfill within a real, measurable and agreed evaluation period. The productivity and contribution of civil servants to the organization is not evaluated or measured substantively by civil servants.

How big are the achievements and disappointments of civil servants in completing their work obligations? Preparing a work performance plan in the form of Employee Work Targets (SKP) which sets benchmarks for quantity, quality, time and cost for each work assignment activity, is the first step in the performance assessment process. By comparing work achievements with established goals, the SKP assessment is put into action. To obtain feedback, provide suggestions for improvement, and confirm assessment findings, an examination of obstacles to work implementation is carried out. The assessment parameters, which are a description of the vision, mission and goals of the organization, are used to achieve objectivity in assessing work performance using Microsoft Excel to calculate employee work performance, achievement scores in the Surabaya State University SKP Assessment and at the end of each year.

Information Systems

According to (Supriyanto: 2005), it is common knowledge that management relies heavily on information when making decisions. Information systems, also known as system processes or information system processes, can be used to collect data. Data that has been processed into a form that is meaningful to the recipient and can be used to make decisions now or in the future is considered information. Errors in providing information will result from errors in retrieving or entering data, as well as errors in processing data. To produce reliable information, the data obtained and entered must therefore be valid (correct) in relation to the processing method.

Job Performance Evaluation

It is not based on targets (standards or expected performance), so the assessment process is biased and subjective (too stingy or cheap). If believed to be rated highly for promotion, median grades with good averages are used to avoid scoring very well or poorly, whereas those not considered for promotion tend to look for reasons to grade moderate or poor. Because assessment results are not published, the process has less educational value than more.

PHP (Hypertext Preprocessor)

Hypertext Preprocessor (PHP) is a server-side scripting language that works in conjunction with HTML to produce dynamic web pages. According to M. Rudyanto Arief (in Nugroho: 2004), PHP (Hypertext Preprocessor) is a serverside scripting

language that works with HTML to create dynamic web pages. Many dynamic WEB sites are programmed with PHP. PHP syntax and commands are executed on the server because PHP is a server-side script. The results are sent to the browser in HTML format. As a result, users will not be able to see the PHP program code, ensuring website security. PHP was created to create views based on current requests, such as displaying content from a database on a web page.

CSS (Cascading Style Sheets)

CSS (Cascading Style Sheet) Style language is used to organize the appearance of documents. We can display the same page in various formats thanks to CSS. CSS is a set of rules that organize a number of web components to ensure uniformity and structure, but it is not a programming language. In most cases, HTML and XHTML-based web page displays are formatted with CSS. CSS can be used to set styles, titles, subtitles, footers, and other styles that can be used together in multiple files and control things like image size, color, sections, body text, table color, border size, border color, hyperlink color, mouse over color, spacing between paragraphs, text spacing, left margin, right margin, top, bottom and other parameters. (Sitorus: 2012) MySQL MySQL is software for managing English SQL databases: multi-user, multi-threaded database management system, or DBMS, with around 6 million installations worldwide. MySQL is available as free software under the GNU General Public License (GPL), but MySQL AB also sells it under a commercial license in situations where the GPL cannot be used. an open-source implementation of a relational database management system (RDBMS) released under the GPL. MySQL is available to everyone at no cost, but cannot be used as a commercial derivative product. In fact, one of the main ideas in earlier dates abase inspired MySQL; SQL (Organized Inquiry Language).

III. Research Methods

The Rating Scale was used in this study. The Rating Scale is a method for evaluating employee performance using a scale. Therefore, a method will be developed to evaluate employee performance in terms of service, honesty, dedication, discipline, cooperation and leadership. It is hoped that this system will reduce assessment errors and overcome problems with employee performance appraisals. Method By using the Rating Scale method, this data collection collects the information needed to build an employee performance appraisal design application by reading books, reports, e-books, the internet, and other trusted sources related to "(title)" based on the informant's knowledge. This research uses a spiral development methodology for software development, with the following procedures:

1. Information Gathering

During the information gathering stage, they went to the Cipedak sub-district office to look for information about the names, positions and classes of civil servants.

2. Planning

At the planning stage a request will be made to evaluate employee performance results, which will be used to evaluate the needs for civil servant positions.

3. Analysis

At the analysis stage, an evaluation is carried out on the quantity and quality of employees so that they can be used as a benchmark for evaluating employee performance in the expert system in the future.

4. Rating Scale Method

Used to design employee performance evaluations.

5. Sublime Text and Database

Used to design employee performance evaluations.

6. Testing

Once coding is complete, program testing begins. The goal of the testing process is to guarantee that all statements have been checked for errors. Ensure the program operates according to the specifications and designs created.

IV. Conclusion

From the previous material it can be concluded that the employee target information system makes it easier to manage employee performance data. Managers or employee data managers who receive points other than the data manager's job description from the point giver. All leaders and supervisors can monitor the performance of their employees using the rating scale method. Points for employees are created using PHP, the database is created using MySQL, and the results are obtained using draw. The survey system that has been created requires the development of several features. Changes that need to be made include:

1. Work on the presence of the Electronic Representative Purpose Application, which is more interesting and productive in completing the structure.
2. It is recommended that the evaluation be carried out not only by the appraiser's supervisor but also by superiors, colleagues and subordinates when awarding employee performance points in the Employee Work Target Application. Neither side is awarded points.

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